

**Arkansas Division of Elementary and Secondary Education  
Teacher and Administrator Recruitment and Retention Plan  
Glen Rose School District**

***Three Year Action Plan***

*After analyzing all relevant data, the district will use the spaces below to develop a three year action plan to address identified needs. Refer to Appendix B for resources to support plan development.*

**Focus Area: Recruiting a diverse, representative educator workforce that meets the needs of all students**

If multiple goals are created, copy and paste the template for each goal.

<b>Recruitment Goal</b>	The district will decrease the gap between the Hispanic students and Hispanic educator workforce from 0% to 1% by August 2025.
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Which of the following best describes the recruitment goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a goal from previous year

**Action Plan**

Describe the steps your district will take over the next three years to meet the recruitment goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Partner with more than one area college/university to allow students to intern in our district.	Administration	August 2023
<b>Action Step</b>	Work closely with Dawson Co-Op ESL Coordinator to determine effective ways to reach Hispanic families and encourage family members to seek teacher certification.	Administration ESL Coordinator	August 2023
<b>Action Step</b>	Publicize teaching opportunities on state and district websites and social media pages.	Administration	August 2023

**What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)**

Baseline Data:

1% gap between Hispanic students and Hispanic teachers.

Expected Outcome:

0% gap between Hispanic students and Hispanic teachers.

**Review Progress (After Baseline Year)**

**Describe progress made toward the recruitment goal and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.**

**Focus Area: Retaining a diverse, representative educator workforce that meets the needs of all students**

If multiple goals are created, copy and paste the template for each goal.

**Retention Goal**

Retain 90% of our teachers each school year.

**Which of the following best describes the retention goal?**



New Goal



Extension of a Goal from previous year

**Action Plan**

Describe the steps your district will take over the next three years to meet the retention goal. (Lines can be added for additional Action Steps)

	<b>Description</b>	<b>Person(s) Responsible</b>	<b>Target Date</b>
<b>Action Step</b>	Continue to provide mid-year one time bonuses to all teachers and staff each school year.	Superintendent School Board	August 2025
<b>Action Step</b>	The district will continue to provide family dental, vision and disability plans at no cost to employees.	Superintendent School Board	August 2025
<b>Action Step</b>	The district will promote and provide opportunities for teachers to participate in a wide range of professional growth opportunities (NBCT, Lead Teacher Programs, additional certifications, etc.) at no cost to the employee.	Administration	August 2025

<b>What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)</b>
<p>Baseline: 93% of our teachers are remaining in our district for the 2022-2023 school year.</p> <p>Expected Outcome: 95% of our teachers will remain in our district each year.</p>

**Review Progress (After Baseline Year)**

<b>Describe progress made toward retention goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.</b>

**Focus Area: Increasing the number of students who pursue careers in education with**

## an emphasis on students of minority races and ethnicities

If multiple goals are created, copy and paste the template for each goal.

<b>Student Goal</b>	7% of our seniors from the 2021-2022 school year plan to attend teacher preparation programs in Arkansas.
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Which of the following best describes the student goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a Goal from previous year

### Action Plan

Describe the steps your district will take over the next three years to meet the student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Research the Teach Arkansas programs and determine ways our high school can implement some of these programs to students who are interested in pursuing careers in education.	Administration	August 2025
<b>Action Step</b>	Develop a high school student organization that encourages students to pursue careers in education.	Administration High School Teachers	August 2025
<b>Action Step</b>	Provide special recognition to students who decide to pursue careers in education.	High School Administration	August 2025

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
<p>Baseline: 7% of our senior class in 2022 expressed the desire to enter the field of education.</p> <p>Expected Outcome: 10% of our senior class in 2025 will express the desire to enter the field of education.</p>



# Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

## **Recruiting a diverse, representative educator workforce that meets the needs of all students**

- [Educator Preparation Provider Quality Report \(EPPQR\)](#)
- Diverse Educator Preparation Program Completers list- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, [michael.rowland@ade.arkansas.gov](mailto:michael.rowland@ade.arkansas.gov)
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)
- [Additional Resources](#)

## **Retaining a diverse, representative educator workforce that meets the needs of all students**

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)
- [Additional Resources](#)

## **Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities**

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- Develop MOU(s) with [institutions of higher education](#) to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model

**Review Progress (After Baseline Year)**

<p><b>Describe progress made toward student goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.</b></p>

# Plan Submission

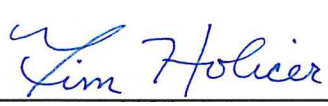

**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Glen Rose School District	3002000	Hot Spring

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

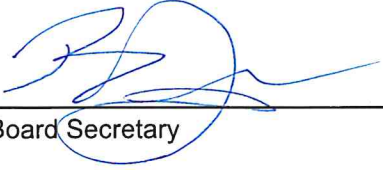
COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:
Melissa Weatherford, District Projects Coordinator	5013323694 x275 mweather@grbeavers.org

The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:

Name of Superintendent or Chief Academic Officer:	Tim Holicer
	(Please Print)
Signatures	
	07-25-22
Superintendent/Chief Academic Officer	Date
	07-25-22

Board President

Date

A handwritten signature in blue ink, consisting of a large, stylized initial 'R' followed by a long horizontal stroke that loops back under the 'R'.

7-25-22

Board Secretary

Date